

UNIT 3 TOPIC 2

FRATERNIZATION

LEARNING OBJECTIVES:

- 3.2.1 Explain how to build healthy relationships that are not contrary to good order and discipline.
- 3.2.2 Explain the Navy's policy on fraternization.
- 3.2.3 Define how core values support good order and discipline.

REFERENCES:

- 1. OPNAVINST 5370.2B
- 2. SECNAVINST 5300.26C
- 3. OPNAVINST 5354.1D

SLIDES:

- 3-2-1 Fraternization
- 3-2-2 Sailors in the Spotlight
- 3-2-3 Sailors in Society
- 3-2-4 Top Ten Leisure Activities
- 3-2-5 Relationship Traits to Avoid Fraternization
- 3-2-6 Senior/Junior - Mutual Respect
- 3-2-7 Junior Expectations
- 3-2-8 Senior Expectations
- 3-2-9 Relationships: Professional or Unprofessional
- 3-2-10 Core Values 24/7
- 3-2-11 Honor
- 3-2-12 Courage

3-2-13 Commitment

3-2-14 Fraternization Policy

3-2-15 Social Interaction: Proper/Improper

3-2-16 Fraternization Case Study Exercise

3-2-17 Summary

CASE STUDIES:

- 1 *'Guess who's coming to dinner'*
- 2 *'Shared Interest'*
- 3 *'For the Good of the Sport'*
- 4 *'The Breaks of the Game'*

VIDEO TAPE:

None

NOTE TO THE FACILITATOR:

The main points of this topic are:

- Building healthy relationships.
- Identifying the Navy's fraternization policy.
- Supporting good order and discipline with Core Values.

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<ul style="list-style-type: none"> • On duty, the potential for fraternization is real. The chain of command and duty assignments within each organization clearly identifies where team building relationships and training may be applied to avoid the risk of fraternization. • Off-duty relationships are a matter of choice, but the guidance is equally clear regarding fraternization. There is a burden of responsibility for each person regarding avoiding potentially fraternizing situations. Good choices of relationships and activities are key. • In this lesson, we will talk about proper relationships that are not contrary to good order and discipline, how to keep core values in focus and to understand the Navy's policy on fraternization. We will also examine some case studies to determine if fraternization is present in each scenario. 	<p>Because of our profession we live in the spotlight.</p> <p>Society expects and demands a higher standard of both personal and professional behavior</p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<p>II. AVOIDING FRATERNIZATION</p> <p>A. How do we spend our off-duty time?</p> <ul style="list-style-type: none"> • Family responsibilities • Playing sports • Studying for school or self improvement • Socializing • Traveling • ‘Chillin,’-quiet time • Personal needs • Other? <p>B. Who do we spend our off-duty time with?</p> <ul style="list-style-type: none"> • Family • Friends • Shipmates • Others 	<p>SHOW SLIDE 3-2-3 SAILORS IN SOCIETY</p> <p>BACKGROUND INFORMATION:</p> <ul style="list-style-type: none"> • On average, Americans have about 41 duty-free hours each week. • When they are not sleeping, working, keeping house, or doing personal care, Americans attack a list of leisure activities ranging from bowling to knitting. • The king of all spare-time activities is television. TV viewing consumes one-third of Americans' free time during the week and one-fourth on weekends. <p><i>* Leisure Trends' ongoing study of how Americans spend their leisure time</i></p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY										
<p>C. Everyone spends off-duty time differently. This lesson is not about choosing your friends or activities. The purpose is to reinforce Core Values as a lifestyle choice and to remind you that there are activities and relationships that can lead to fraternization and negative consequences.</p> <p>Bottom line -- make good choices with who and how you go around this chart (Leisure Activities Chart).</p> <p>D. What do you look for in building healthy personal and professional relationships?</p> <ul style="list-style-type: none"> • Respect • Propriety • Honesty and Loyalty • Trust • Common ground • Personality (fun to be with) • Non-harassing • Non-compromising 	<p>SHOW SLIDE 3-2-4 TOP TEN LEISURE ACTIVITIES</p> <p>Top 10 Leisure Activities for 1998 Results from the Leisure TRAK®</p> <table> <tr> <td>1. Television 34.2%</td><td>6. House Cleaning 5.8%</td></tr> <tr> <td>2. Reading 16.4%</td><td>7. Spectator Sports 5.1%</td></tr> <tr> <td>3. Shopping 11.3%</td><td>8. Movies 4.4%</td></tr> <tr> <td>4. Time w/ Family/Friends 8.9%</td><td>9. Walking 4.3%</td></tr> <tr> <td>5. Rest/Relaxation 6.2%</td><td>10. Dining Out 4.2%</td></tr> </table> <p>HIGHLIGHT: At least 30% of their leisure time will probably be spent with professional and personal associates.</p> <p>SHOW SLIDE 3-2-5 HEALTHY RELATIONSHIP TRAITS</p> <p>FACILITATOR NOTE: Lead discussion on list of healthy relationship traits; ask class for input.</p> <p>QUESTION: Do you expect your shipmates to be your friends?</p> <p>QUESTION: Ask class what characteristics they expect from their friends and what they might add to the list</p>	1. Television 34.2%	6. House Cleaning 5.8%	2. Reading 16.4%	7. Spectator Sports 5.1%	3. Shopping 11.3%	8. Movies 4.4%	4. Time w/ Family/Friends 8.9%	9. Walking 4.3%	5. Rest/Relaxation 6.2%	10. Dining Out 4.2%
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DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<p>E. Relationships to avoid</p> <ul style="list-style-type: none"> • One that negatively challenges your values. • One that is destructive (i.e., involves heavy drinking, drugs) and/or going where you don't need to go (any illegal activity). • One that interferes with your professional commitment. • One that is contrary to good order and discipline. 	<p>ANSWER: In addition to list (at left) answers might include those who will be there for them, dependability, and reliability</p> <p>QUESTION: Why is it important to think about your off-duty relationships?</p> <p>POSSIBLE ANSWERS</p> <ul style="list-style-type: none"> • You reflect the people around you (you are known for the company you keep). • Lifestyle may affect performance (i.e., true happiness and contentment spills over). • Choices affect choices (i.e., choose basketball playing c friends, and you will probably spend time on the basketball court). <p>QUESTION: What comes to your mind regarding relationships to avoid?</p> <p>POSSIBLE ANSWERS: People who do drugs/Hang out in places know for drugs or other illicit activity/people who encourage you to do things that are counter productive to your values.</p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<p>F. Senior/Junior relationships</p> <ul style="list-style-type: none"> • We should have a good sense of expectations regarding relationships with juniors or seniors in your command. • There will be opportunities for off-duty interactions with your junior or senior. • How you handle relationships will affect your professional and potentially your personal successes. We all have expectations up and down the line. • To keep the relationships in focus, the key is to focus on what our professional expectations might be to better appreciate personal relationships and help us avoid a potentially negative fraternization situation. • As these attributes are discussed, place yourself in these scenarios. <p>REMINDER: Junior/senior relationships include both officer/enlisted and senior/junior enlisted.</p>	<p>SHOW SLIDE 3-2-6 SENIOR/JUNIOR - MUTUAL RESPECT</p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<ol style="list-style-type: none"> 1. Junior's expectations of seniors <ul style="list-style-type: none"> • Will not show favoritism • Will not give preferential treatment • Will not be seeking personal gain • Will be role model • Will be honest and competent • Will demonstrate leadership by example • Will be there for them 2. Senior's expectations of juniors <ul style="list-style-type: none"> • Support command mission • Will demonstrate loyalty to command and to shipmates • Supports the chain of command • Will perform assigned duties with honesty and integrity • Will accept responsibility • Will have desire to advance professionally • Will demonstrate initiative • Will understand/honor family and personal commitments • Will be reliable in tough situations <p>G. Professional Relationships</p> <ul style="list-style-type: none"> • Contribute to effective operation of the Navy • Military mission requires absolute confidence in command • Consistent with Navy Core Values 	<p>SHOW SLIDE 3-2-7 JUNIOR EXPECTATIONS</p> <p>FACILITATION NOTE: Encourage students to add points to the list.</p> <p>SHOW SLIDE 3-2-8 SENIOR EXPECTATIONS</p> <p>FACILITATION NOTE: Encourage students to add points to the list</p> <p>DISCUSSION QUESTION: The lists are similar. Why are there differences in the two lists?</p> <p>ANSWER: Both junior and senior are accountable for their actions, but the senior is also ultimately accountable for the junior.</p> <p>SHOW SLIDE 3-2-9 RELATIONSHIPS: PROFESSIONAL OR UNPROFESSIONAL</p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<p>H. Unprofessional Relationships</p> <ul style="list-style-type: none"> • Detract from authority of superiors • Result in or reasonably create appearance of: <ul style="list-style-type: none"> ➤ Favoritism ➤ Misuse of office or position ➤ Abandonment of organizational goals for personal interests <p>I. Healthy Relationship Summary</p> <ul style="list-style-type: none"> • How you act and inter-act with your shipmates (both junior and senior) determines your risk for a possible fraternization situation. • How you spend your off-duty time and whom you spend it with can make a difference. • There are qualities and pitfalls to look for when choosing relationships. • We need to be aware of expectations of shipmates and avoid inappropriate activity, which is contrary to good order and discipline. <p>III. HOW TO KEEP CORE VALUES IN FOCUS DURING OFF DUTY TIME</p> <ul style="list-style-type: none"> • Honor, Courage, and Commitment were never intended to be left on the quarterdeck or at the main gate. 	<p>SHOW SLIDE 3-2-10 CORE VALUES 24/7</p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<ul style="list-style-type: none"> • Core Values should be part of your lifestyle that enhances basic individual values. • Each of us should be incorporating Core Values into both our professional and personal relationships. <p>A. Honor – Reflected in the most basic of values.</p> <ul style="list-style-type: none"> • Supports good order and discipline. • Reflects honest and trustworthy relationships. • Taking responsibility for your own actions. • Making thoughtful choices. • Personally and professionally enriching. <p><i>‘You get what you give’</i></p> <p>B. Courage - Demands that you ‘step up’ and be accountable by:</p> <ul style="list-style-type: none"> • Respecting others and their position regardless of racial, ethnic, sex, or rank and rate differences. • Avoiding potentially difficult or unpleasant relationships and be willing to face these situations when/if they do occur. • Prepared to seek nonviolent solutions to personal confrontational situations. <p><i>‘Stand by a friend in need and also stand by your decisions when you know you are right’</i></p>	<p>SHOW SLIDE 3-2-11 HONOR</p> <p>FACILITATOR: Use (and ask for) examples to illustrate Honor points, i.e.,</p> <p>Confront a roommate who may be close to a bad situation because of who they spend their off-duty time with. Do it honestly and in a manner you would want someone to approach you. Demonstrate genuine desire to help.</p> <p>SHOW SLIDE 3-2-12 COURAGE</p> <p>FACILITATOR: Use (and ask for) examples to illustrate Courage points, i.e.,</p> <p>Approach a good friend (possibly a shipmate) who is facing a personal crisis because of a fraternization situation. Offer assistance.</p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<p>C. Commitment - is the ‘staying power’ in relationships by:</p> <ul style="list-style-type: none"> • Being loyal to your command and its mission. • Pick relationships that will not compromise your professional position. • Make responsible choices both on and off duty. • Contribute positively to the local command environment without compromise . <p><i>‘Doing the right thing. . .right’</i></p> <p>D. A clear way of ensuring that we are embracing the Core Values in our relationships is to understand and abide by the Navy’s policy on fraternization.</p> <p>VI. THE NAVY’S FRATERNIZATION POLICY</p> <p>A. Fraternization is defined as:</p> <ol style="list-style-type: none"> 1. Personal relationships between officer and enlisted that are unduly familiar and do not respect differences in rank and grade. <ul style="list-style-type: none"> • Similar relationships that are unduly familiar <u>between officers</u> or <u>between enlisted members</u> of different rank or grade may also be prejudicial to good order and discipline, or of a nature to bring discredit on the naval service, and are prohibited. 	<p>SHOW SLIDE 3-2-13 COMMITMENT</p> <p>FACILITATOR: Use (and ask for) examples to illustrate Commitment points, i.e.,</p> <p>Someone tells you a friend of yours is involved in an illegal situation and you know that it is not true. Defend in a non-confrontational manner (don’t deck him/her) and let him/her know that spreading gossip should stop. Explain why.</p> <p>SHOW SLIDE 3-2-14 FRATERNIZATION POLICY BACKGROUND INFORMATION:</p> <ul style="list-style-type: none"> • The Navy has historically relied upon custom and tradition to define the bounds of acceptable personal relationships among its members. • Proper social interaction between officer and enlisted member has always been encouraged as it enhances unit morale and esprit de corps. At the same time, unduly familiar personal relationships between officers and enlisted members have traditionally been contrary to naval custom because they undermine the respect for authority, which is essential to Navy’s ability to accomplish its military mission.

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<ul style="list-style-type: none"> • Personal relationships between chief petty officers (E-7 - E-9) and junior personnel (E-1- E-6) who are assigned to the same command, that are unduly familiar and that do not respect differences in grade are prohibited. • Personal relationships between staff/instructor and student personnel within Navy training commands and between recruiters and recruit/applicants that do not respect differences in grade or the staff/student relationship are prohibited. <p>B. Proper Social Interaction between seniors and juniors intended to build unit morale and camaraderie are healthy and clearly appropriate including,</p> <ul style="list-style-type: none"> • Command sports teams • Command sponsored events 	<ul style="list-style-type: none"> • Over 200 years of seagoing experience has demonstrated that seniors must maintain thoroughly professional relationships with juniors at all times. <p>SHOW SLIDE 3-2-15 SOCIAL INTERACTION: PROPER/ IMPROPER</p> <p>FACILITATOR NOTE: Clarify that there is good social interaction.</p>

DISCUSSION POINT	RELATED INSTRUCTOR ACTIVITY
<p>C. Improper social interaction which is prejudicial to good order and discipline include,</p> <ul style="list-style-type: none"> • Dating • Shared living accommodations • Intimate or sexual relations • Commercial solicitations • Private business partnerships • Borrowing <p>D. Fraternization Summary</p> <ol style="list-style-type: none"> 1. Fraternization is prejudicial to good order and discipline. 2. Fraternization (relationships discussed earlier that are unduly familiar and do not respect differences in rank and grade) is prohibited and punishable as an offense under the UCMJ. 3. It is your responsibility to be aware of the policies set forth on fraternization. 4. The responsibility for preventing inappropriate relationships must rest primarily on the senior, but both the senior and junior are accountable for their own conduct. 	<p>FACILITATOR NOTE:</p> <p>Point out that the list cannot cover every situation and that if there is any doubt they should seek proper counsel.</p>

Case Studies
for
General Military Training
Fraternization
Topic 3-2

SCENARIOS

Case 1: ‘Guess who’s coming to dinner’ Off the Job Scenario

Petty Officer Bob James is married to Lt. Mary James. She is former enlisted and was commissioned as an officer while the two were married. They both have strong professional service reputations and are assigned to separate commands at two different local bases.

Petty Officer James’ office staff routinely has a ‘dutch treat’ lunch out the first Friday of each month. It is customary to invite spouses and there are also periodic staff socials that are family-oriented, such as picnics and beach parties.

Lt. James routinely attends the luncheon in civilian clothes but cannot avoid being in uniform for this month’s lunch. They meet, sit together with other staff members, and enjoy lunch as a group. They leave the restaurant together. At the family outings, they are always in casual dress, bring their children and actively participate in the group activities. Would this create a possible fraternization situation?

**‘Guess who’s coming to dinner’
Discussion Points**

1. There is nothing wrong with an enlisted husband and officer wife to attend a lunch together.

Strongly Agree Agree Disagree Strongly Disagree

2. Lt. James should always wear civilian clothes when she attends her husbands monthly lunch meeting.

Strongly Agree Agree Disagree Strongly Disagree

3. Walking out of the restaurant holding hands might constitute fraternization.

Strongly Agree Agree Disagree Strongly Disagree

4. The Command should discourage the James family from attending command social events.

Strongly Agree Agree Disagree Strongly Disagree

5. It would be inappropriate for Lt James to invite her husband to her command’s social outing.

Strongly Agree Agree Disagree Strongly Disagree

6. There is nothing wrong with a normal social outing in this situation.

Strongly Agree Agree Disagree Strongly Disagree

Fraternization: Yes No

Case 2:
‘Shared Interests’
On/Off the Job Scenario

Senior Chief Baker is assigned as POIC of a remote detachment in Italy. The nearest military installation is 65 miles away. The tour is unaccompanied. 10 hour duty days are routine and 14 hour days are not uncommon. Morale in the unit is generally good, but being so isolated is a hardship for all assigned. Senior Chief Baker supervises 14 technicians ranging in grade from SA to PO1. He finds he has little in common with most of his subordinates until he discovers that PO3 White shares his love of international soccer. Daily, they discuss the merits of various soccer players, talk about league standings and analyze upcoming games. Only rarely does Senior Chief Baker enter into casual conversation with others. It is known that Chief Baker and PO3 White attend local soccer matches together and they have traveled to neighboring countries sharing the expenses of transportation and lodging.

At the end of a long day, Chief Baker overhears a conversation about work schedules and is taken aback when he hears PO3 White referred to as the “teacher’s pet” who “everyone knows” always pulls the “cushy” duty. In fact, Chief Baker has attempted to spread out the details and rotate the work schedule so that everyone pulls a fair share.

**‘Shared Interests’
Discussion Points**

1. A Senior Chief and PO3 should not be seen together in a social situation.

Strongly Agree Agree Disagree Strongly Disagree

2. Chief Baker was correct to discuss soccer with PO3 White because there are not many people to talk while on remote detachment.

Strongly Agree Agree Disagree Strongly Disagree

3. The Chief and the PO3 were wrong in going away on weekend trips and sharing transportation and lodging expenses.

Strongly Agree Agree Disagree Strongly Disagree

4. Someone in the unit should have mentioned the possibility of fraternization.

Strongly Agree Agree Disagree Strongly Disagree

5. The issue of working in at a remote detachment changes the rules.

Strongly Agree Agree Disagree Strongly Disagree

6. There is potential for serious consequences in this relationship.

Strongly Agree Agree Disagree Strongly Disagree

Fraternization: Yes No

Case 3:
‘For the good of the sport’
(On the Job Scenario)

During the season the command softball team, composed of both officer and enlisted members, develops into a close-knit team with a lot of camaraderie. The team is a good example of a true team in that they know it takes teamwork to succeed and they use this to their ability. It is not uncommon for a large segment of the team, including both officer and enlisted members, to remain together after the game, watch some of the other league games, and drink soda and beer. They also sit around and chat about sports while watching the other teams play. The conversation seems to concentrate heavily on the plays that work and don’t work for other teams in the league and what players to watch out for. At the end of the season, the team wins the league championship. After the championship game, a team party is held at the base all-hands club. All team members are invited and the championship celebration remains professional.

**‘For the good of the sport’
Discussion Points**

1. In all recreational activities, officers and enlisted men should not be on the same teams together.

Strongly Agree Agree Disagree Strongly Disagree

2. The after game socializing did not show good judgment by any of the parties.

Strongly Agree Agree Disagree Strongly Disagree

3. The after the game socializing is not considered unprofessional because it focuses on softball does not distract from good discipline and order.

Strongly Agree Agree Disagree Strongly Disagree

4. Junior-Senior relationships begin and end at the work center.

Strongly Agree Agree Disagree Strongly Disagree

5. The end of the season championship party was not a good idea.

Strongly Agree Agree Disagree Strongly Disagree

6. It would have been different if the team was either all officers or all enlisted.

Strongly Agree Agree Disagree Strongly Disagree

Fraternization: Yes No

Case 4:
‘The Breaks of the Game ‘
On the Job Scenario

For several months, a group of repair department members have been playing a sports pool with professional and college football games. LCDR Maverick, the department head, collects money from the regular players every Thursday and as a matter of convenience keeps track of the weekend games and scores. He hands out a list of the football game winners on Monday as well as a list of who won the pool.

On a particular Thursday, Petty Officer Lee tells LCDR Maverick that he is a little short and will have to skip that week’s pool because he doesn’t have \$20.00 for the weekly pool fee. Petty Officer Lee is a regular, who has contributed and played weekly since the pool began. LCDR Maverick tells Petty Officer Lee not to worry about it he will throw in \$20.00 for him and he can pay him back next week. LCDR Maverick goes on leave for the weekend, but makes sure he finds out the game winners so he can make a list for the pool participants. When the games are over and the winners are calculated, Petty Officer Lee wins \$400.00 out of the \$500.00 pool. Petty Officer Lee keeps track of the game scores and cannot wait to get his money from LCDR Maverick.

When LCDR Maverick arrives at work on Monday, he informs Petty Officer Lee that he has given the matter a lot of thought and since he, and not Petty Officer Lee paid for the pool fee, the money belongs to him. LCDR Maverick refuses to give the money to Petty Officer Lee and he will not discuss the matter further. When Petty Officer Lee complains about the unfairness of the situation, LCDR Maverick tells him, “that’s the breaks of the game.”

Petty Officer Lee goes to the XO with the whole story. LCDR Maverick remains adamant about keeping the money when confronted by the XO. He tells the XO that the matter had nothing to do with the Navy and is a matter between he and Lee. The XO, wanting to disentangle himself from the problem, tells Petty Officer Lee the issue is not a Navy problem. The XO reminds Petty Officer Lee that he’d told LCDR Maverick he had not planned to play that week because he didn’t have the money for the pool. The XO’s parting advice was, “Next time be more careful who you do business with.”

Petty Officer Lee, unsatisfied with this turn of events submits a chit for a request mast to present his case to the Commanding Officer (CO). The CO hears him out and tells Lee he will look into the matter and get back to him.

**‘The Breaks of the Game’
Discussion Points**

1. LCDR Maverick should have given the pool money to PO Lee.

Strongly Agree Agree Disagree Strongly Disagree

2. If the winning money were given to PO Lee, there would be no problem.

Strongly Agree Agree Disagree Strongly Disagree

3. Even if the weekly sports pool was not legal, no harm is done when they are run honestly and fairly.

Strongly Agree Agree Disagree Strongly Disagree

4. The XO handled the situation correctly when he told Lee the issue was not a Navy problem.

Strongly Agree Agree Disagree Strongly Disagree

5. The CO should ban all gambling in the command and should punish LCDR Maverick.

Strongly Agree Agree Disagree Strongly Disagree

6. There would have been no problem if another enlisted person had paid the pool for PO Lee and refused to hand the winning money over.

Strongly Agree Agree Disagree Strongly Disagree

7. What someone does with their personal relationships does not affect their professional relationships.

Strongly Agree Agree Disagree Strongly Disagree

Fraternization: Yes No

ANSWERS

Case 1 ‘Guess who’s coming to dinner’ (Off the Job)

Conclusion: Not Fraternization.

Discussion: “Service members who are married or otherwise related to other service members, must maintain the requisite respect and decorum attending the official relationship while either is on duty or in uniform in public.” Attending the lunch or social outing together presents no evidence of fraternization provided the above rule is complied with. If they were in public, holding hands and any unduly familiar relationships in uniform, it would be a clear fraternization issue with possible prejudice to good order and discipline. Under the circumstances described in the scenario, there is no evidence of inappropriate activity.

Case 2 ‘Shared Interests’ (On/Off the Job)

Conclusion: Fraternization

Discussion: “Personal relationships between Senior Chiefs and junior personnel who are assigned to the same command, that are unduly familiar and that do not respect differences in grade or rank are prohibited.” Chief Baker’s relationship with PO3 White has become, or at least is perceived to be, unprofessional. In spite of his efforts to be fair and impartial in assigning the work load, Chief White’s frequent and exclusive socializing both on and off duty with PO3 White has created a morale problem. In actuality he may not have been treated “better”, but he has been treated differently, a fact noticed by the unit’s members. Like it or not, Chief baker has created a morale problem and must address it.

Case 3 ‘For the good of the sport’ (Off the Job)

Conclusion: Not fraternization.

Discussion: Participation on a command athletic team often involves both officer and enlisted personnel. Although it is appropriate for the team to celebrate its victory as a group, officer and enlisted leadership should ensure that it is done without undermining good order, discipline, authority, or morale. Additionally, the activity after individual games is unobjectionable as long as the behavior remains professional (sober, respectful, courteous, mindful of customs/traditions, etc.). The key is that both activities are team events rather than individual oriented. Actual and perceived dangers of one-on-one relationships or favoritism are not present.

Case 4 ‘The Breaks of the Game’ (On the Job)

Conclusion: Fraternization

Discussion: The relationship is unduly familiar and does not respect differences in grade or rank between an O-4 and an E-5. The notion of an officer collecting money from anyone, particularly a petty officer in his department is out of order and does not contribute to good order and discipline. The fact that they were conducting this activity on board and that there is a serious ethical principle involving who gets the winning money, merely accents the significant violation of fraternization policies. Being in the same work center exacerbated the problem and created an even deeper prejudice to good order and discipline. The command took the low road and should have dealt with the situation in accordance with swift and appropriate procedures.